

# SECOND PARLIAMENT OF SINGAPORE

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## FIRST SESSION

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### ORDER PAPER SUPPLEMENT

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*Sup. No. 3*

MONDAY, 15th JULY, 1968

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### NOTICES OF AMENDMENTS TO BILL *IN COMMITTEE*

#### EMPLOYMENT BILL [Bill No. 21/68]

##### Clause 2:

Minister for Foreign Affairs and Minister for Labour:

- (1) **In page 2, line 40:** after "include", to insert "any seaman, domestic servant, watchman or security guard or".
- (2) **In page 3, lines 28 and 29:** after "manufactured,", to insert "assembled,".
- (3) **In page 4, line 5:** to leave out "steel" and insert "steam".

##### Clause 9:

Minister for Foreign Affairs and Minister for Labour:

**In page 8:** to leave out lines 4 to 6 inclusive.

**Consequential amendment:**

**In page 8, line 3:** to leave out the colon and insert a full-stop.

##### Clause 12:

Minister for Foreign Affairs and Minister for Labour:

**In page 9, line 9:** after "service", to insert "as an employee".

##### Clause 15:

Mr. Seah Mui Kok:

It is intended to speak against the question "That the clause stand part of the Bill".

**Note:** Amendments to be made to the numbering of clauses consequent on the deletion of clause 15.

**Clause 38:**

Minister for Foreign Affairs and Minister for Labour:

**In page 17:** to leave out lines 11 to 23 inclusive and insert —

“(2) Any employee who at his own request works for an employer on a rest day shall be paid for that day at not less than the ordinary rate of pay for one day’s work.

(3) Any employee who at the request of his employer works on a rest day shall be paid an extra day’s salary at the ordinary rate of pay for one day’s work in addition to the ordinary rate of pay for that day.

(4) Subsection (3) of this section shall not apply to any employee who is employed by the Government or a statutory body in any of the essential services as defined under Part V of the Criminal Law (Temporary Provisions) Ordinance, 1955, but any such employee who at the request of his employer works on a rest day or part of a rest day shall be given a day or part of a day off, as the case may be, in substitution for such a rest day or part thereof.”.

Ord. 26  
of 1955.

**Clause 39:**

Minister for Foreign Affairs and Minister for Labour:

(1) **In page 18, line 6:** to leave out “or on a holiday”.

(2) **In page 18, line 14:** to leave out “and which is not of a recurring character”.

(3) **In page 18, line 24:** to leave out “this section” and insert “paragraph (f) of this subsection”.

**Clause 40:**

Minister for Foreign Affairs and Minister for Labour:

**In page 19, line 18:** to leave out “part of the work done” and insert “specific amount of work required to be performed”.

**Clause 42:**

Minister for Foreign Affairs and Minister for Labour:

(1) **In page 20, line 1:** to leave out “Schedule B to this Act” and insert “the Schedule to the Holidays Act, 1966,”.

(2) **In page 20:** to leave out lines 29 to 34 inclusive and insert —

“(4) Subsection (3) of this section shall not apply to an employee who is employed by the Government or a statutory body in any of the essential services as defined under Part V of the Criminal Law (Temporary Provisions) Ordinance, 1955, but any such employee may notwithstanding the provisions of subsection (1) of this section be required by his employer to work on a holiday or part of a holiday to which he would otherwise be entitled under that subsection, and in any such case he shall be given a day or part of a day off, as the case may be, in substitution for such holiday or part thereof.”.

Ord. 26  
of 1955.

(3) **In page 20:** to leave out lines 38 to 40 inclusive.

**Note: In page 20, line 1, marginal note:** to leave out "Schedule B" and insert "Act 54 of 1966".

**Consequential amendments:**

- (1) **In page 20, line 28:** to leave out the colon and insert a full-stop.
- (2) Sub-clause (4) to be renumbered (5).

**Clause 43:**

Minister for Foreign Affairs and Minister for Labour:

- (1) **In page 20, line 42:** to leave out "working".
- (2) **In page 21, line 1:** to leave out "working".

**Clause 44:**

Mr. Seah Mui Kok:

- (1) **In page 21, line 37:** to leave out "twenty-eight" and insert "sixty".
- (2) **In page 21, line 42:** to leave out "fourteen" and insert "forty-six".

**Clause 46:**

Mr. Seah Mui Kok:

**In page 22, line 36:** to leave out "seven" and insert "five".

**Clause 47:**

Mr. Seah Mui Kok:

It is intended to speak against the question "That the clause stand part of the Bill" and to propose a new clause in substitution therefor, as follows:—

"Payment  
of bonus.

47.—(1) A contract of service or collective agreement made after the date of the coming into operation of this Act between an employer and his employees or a trade union representing his employees may contain a provision for the payment of an amount not exceeding the equivalent of one month's wages of an employee as a bonus or *ex-gratia* payment. 5

(2) Nothing in subsection (1) of this section shall be construed as preventing an employer at his discretion from paying as a bonus or *ex-gratia* payment an amount that exceeds the equivalent of one month's wages as an incentive to his employees, or any particular employee, to increase their or his productivity or as a reward for their or his services, as the case may be. 10 15

(3) This section shall not apply to the Government or any statutory body or employees thereof."

**Clause 53:**

Minister for Foreign Affairs and Minister for Labour:

(1) **In page 25, after line 3:** to add —

“(2) The provisions of this section shall not apply where the terms of service under which a person is employed are provided for in a collective agreement entered into before the coming into operation of this Act and while such collective agreement remains in force.

(3) Notwithstanding the provisions of subsection (1) of this section it shall not be an offence for an employer to grant to his employee terms of service relating to leave more favourable than those contained in sections 43 and 44 of this Act.”

Mr. Seah Mui Kok:

(2) **In page 25, after line 3:** to add —

“(2) The provisions of this section shall not apply —

(a) where the terms of service under which a person is employed are provided for in a collective agreement entered into before the coming into operation of this Act and while such collective agreement remains in force; or

(b) where after the coming into operation of this Act the employer has agreed to grant to his employee terms of service more favourable than those contained in section 43 or 44 of this Act.”

**Note:** **In page 24, line 37:** after “53.”, to insert “— (1)”.

**Clause 148:**

Minister for Foreign Affairs and Minister for Labour:

**In page 49, line 41:** to leave out “C” and insert “B”.

**Note:** **In page 49, line 41, marginal note:** to leave out “C” and insert “B”.

**Clause 149:**

Minister for Foreign Affairs and Minister for Labour:

**In page 50, line 19:** to leave out “C” and insert “B”.

**Note:** **In page 50, line 19, marginal note:** to leave out “C” and insert “B”.

**Clause 160:**

Minister for Foreign Affairs and Minister for Labour:

**In page 56, line 1:** to leave out “XV” and insert “XVI”.

**Schedule B:**

Minister for Foreign Affairs and Minister for Labour:

It is intended that the question "That Schedule B stand part of the Bill" be negatived.

**Consequential amendment:**

**In page 61, line 25:** to re-letter "SCHEDULE C" as "SCHEDULE B".

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